



The European Social
Dialogue Committee
FOR THE POSTAL SECTOR

Comité Européen du
Dialogue Social
POUR LE SECTEUR POSTAL

THE EUROPEAN SOCIAL DIALOGUE COMMITTEE FOR THE POSTAL SECTOR

POST EUROPE
YOUR LINK TO POSTAL EXPERTISE

UAI europa
post & logistics
global
union

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The European Social Dialogue

- A bipartite dialogue between the European employers and trade union organisations at sectoral level
- The sectoral European social dialogue has its basis in the funding Treaties of the European Union:
 - The new Article 152 of the Treaty on the Functioning of the European Union (which entered into force with the Lisbon Treaty) highlights the EU's commitment to supporting European social dialogue
 - It underlines the autonomy of the European social partners.
- Social dialogue is one of the pillars of the European social model and an increasing part of this European governance.
- The activities of the Sectoral social dialogue committees are funded and supported by the European Commission (DG Employment)

The European Social Dialogue

- This dialogue has produced more than 500 texts of varying legal status:
 - ranging from joint opinions and responses
 - to consultations
 - to agreements that have been implemented as EU legislation.
- Examples of agreements implemented by a Council Directive
 - Framework agreement on parental leave
 - Framework agreement on part-time work
 - Framework agreement on short-term contracts
- A willingness of the Commission to relaunch European social Dialogue:
 - President Juncker had emphasized that social dialogue was affected by the crisis and had to be reinforced. He even declared this assessment that he "would like to be a President of social dialogue"
 - On 5 March 2015, the European Commission organized a high-level conference on "A new start for social dialogue"

The sectoral social dialogue Committees

- There are today 43 sectoral Social Dialogue Committees which cover most sectors of the European economy

Agriculture	Furniture	Postal services
Audiovisual	Gas	Private security
Banking	Graphical industry	Professional football
Central government administrations	Hospitals and healthcare	Railways
Chemical industry	Hotel, restaurant and catering (HORECA)	Road transport
Civil aviation	Industrial cleaning	Sea fisheries
Commerce	Inland waterways	Shipbuilding
Construction	Insurance	Steel
Contract catering	Live performance	Sugar
Education	Local and regional governments	Tanning and leather
Electricity	Maritime transport	Telecommunications
Extractive industries	Metal industry	Temporary agency work
Food and drink industry	Paper industry	Textile and clothing
Footwear	Personal services/Hairdressing	Woodworking
	Ports	



The SDC : general presentation

- Composed of representatives from postal operators and trade unions from the EU-28 Member States from
 - PostEurop for the postal operators
 - UNI europa Post & Logistics for the trade unions
- Main missions (ROP):
 - Advise the Commission on initiatives relative to social policy and on the developments in European policy which could have a social impact on the postal and allied services sector
 - Encourage and promote social dialogue within the postal and allied services sector in order to contribute to the development of jobs and to the improvement of working conditions of those working in this sector
 - Discuss appropriate structure to allow negotiations between the partners in the sector



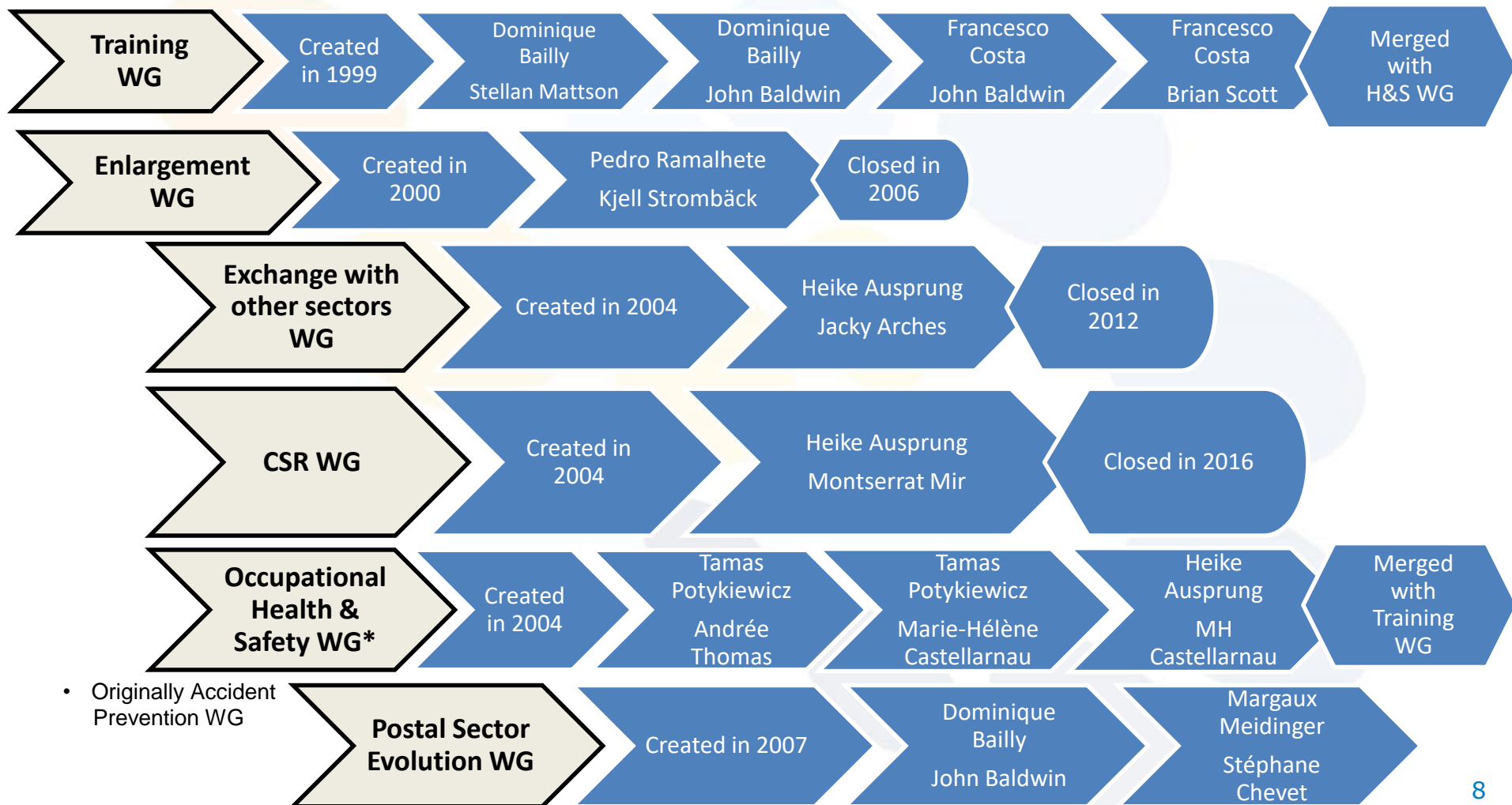
SDC history and main actors

- Informal working group created in 1994
- Creation of the Sectoral Social Dialogue Committee in 1999
- Presidents
 - Edouard DAYAN (La Poste) 1994- 2004
 - Ralf STEMMER (DP DHL) 2005 -2006
 - Dominique BAILLY (La Poste) 2006- 2016
 - Jutta RAWE-BAÜMER (DPDHL) 2016-
- Vice-Presidents
 - John PEDERSEN 1999 –2008
 - John BALDWIN (CWU) 2008- 2014
 - Brian SCOTT (Unite) 2014



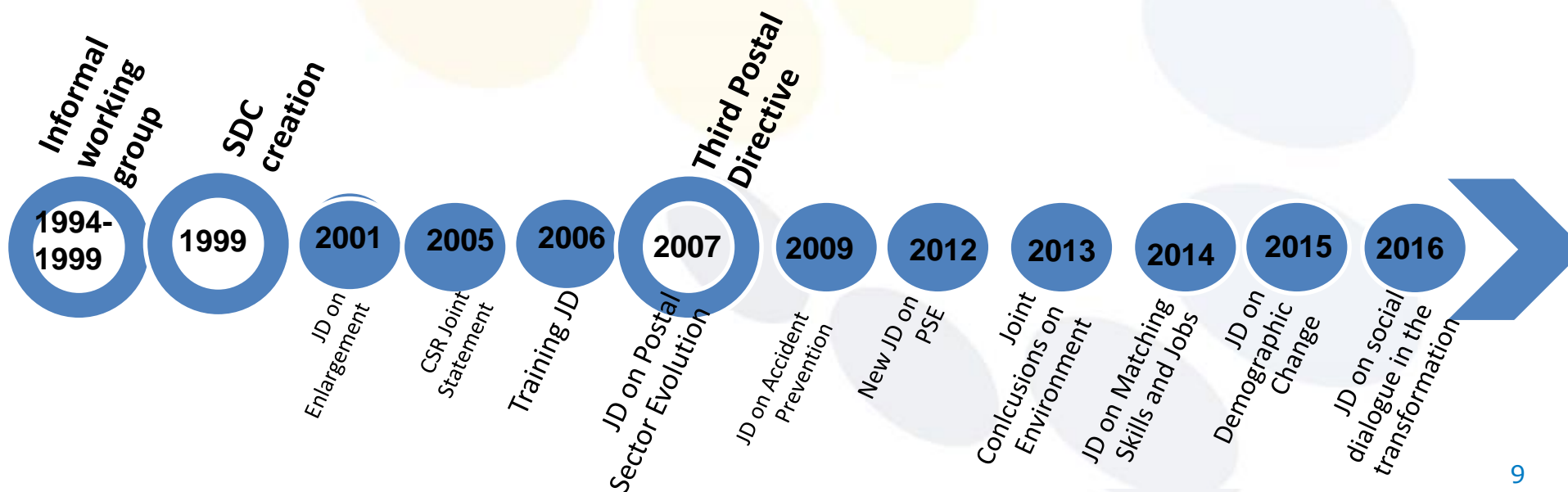


SDC history and main actors



SDC main results

10 Joint Declarations
12 EC-funded projects
More than **180** meetings since its creation
A solid network



The sectoral social dialogue: a unique framework

- The characteristics of the Committee have enabled to build a unique forum
- A flexible functioning and a more open European framework enabling to cover a wide range of subjects:
 - More room for manoeuvre
 - A large autonomy
- A particular platform:
 - Possibility of raising a debate independently from national issues
 - An exchange between different cultures which requires the respect of diverse traditions and mindsets
 - The creation of a network
 - Relations of trust between social partners
- A real capacity of influence
- The specificity of the Post Social Dialogue Committee:
 - Companies (and not national federations) are direct members of the Committee. This enables an easier transmission of information

1. The SDC : a platform of exchange of good practices

- Technical seminars all over Europe on key social issues:
 - Including several postal operators and unions' representatives, the European Commission and high-level external experts
- Numerous outputs from EC funded projects with publication of reports
- The creation of website in 2004 as a tool of exchange, communication and work [http: www.postsocialdialog.eu](http://www.postsocialdialog.eu)



1. The SDC : a platform of exchange of good practices

- Through several events and EC-funded projects
 - Enlargement roundtables in 2001 in Bucharest and 2003 in Nicosia
 - Exchange with other sectors:
 - First exchange with Road Transport sector in 2005
 - Health and Occupational Safety working group (formerly Accident Prevention)
 - A conference and exhibition on “Postal Occupational Safety Today” in Budapest in 2006
 - A safety seminar with high-level experts on safety issues in 2008
 - The project “Managing demographic challenges in the postal sector” in 2014 (in cooperation with the CSR WG)

1. The SDC : a platform of exchange of good practices

– CSR working group

- A CSR conference in Rome in 2005 to promote life-learning and equal opportunities.
- Two CSR-Days in 2006 and 2008
 - on equal opportunities, diversity and CSR-communication policies and practices in the sector against the background of demographic change.
- Publication of a CSR-booklet in 2009
- Technical workshop on Environment in 2012
- The 2014 project “Managing demographic challenges in the postal sector”
 - with three regional workshops in Paris, Stockholm and Warsaw gathering external and internal experts (in cooperation with Health & Safety WG)

1. The SDC : a platform of exchange of good practices

– Training and Skills Development working group

- Training project in 2000-2001
 - With four working seminars in Rome, Paris, Stockholm, Lisbon and a final conference in Brussels. Leading to the publication of a booklet.
- Participation with good practices collection in “Lifelong learning approach” of the Horizontal social partners
- Project “Joint Declaration on Training and Skills Development implementation: Follow-up analysis”
 - with three round tables in Tallinn, Vienna, London on Training and skills development in 2007-2008 followed by the publication a Training booklet
- Project “Matching skills and jobs in the postal sector: reflection of social partners” in 2012
 - with a technical workshop in Brussels gathering more than 40 experts
- Ongoing project “Promoting European Social Dialogue in the postal sector in an enlarged Europe” in 2017-2018

2. The SDC : a capacity of influence

- Meeting with several high-level stakeholders:
 - DG Market/Growth, DG Employment, IPC, PostEurop, UNI, UPU
 - Participation and intervention at conferences organized by the European Commission and other stakeholders
 - Postal Users' Forum, European Regulators Group for postal services meetings, DG Market workshop on postal studies, Rutgers conferences
 - Contribution to consultant research for the “Main developments in the postal sector 2010-2013” study
 - It included for the first time a paragraph on employment evolutions
 - The European Parliament in its 2016 Report on the implementation of the Postal Directive:
 - “Welcomes the essential work of the Social Dialogue Committee for the Postal Sector”
- The SDC Post has become a recognized stakeholder in the postal sector

2. The SDC : a capacity of influence

- Influence at European and national level through the adoption of 10 joint declarations, conclusions and statements :
 - 14 December 2001: Joint declaration on Enlargement
“The process of enlarging the European Union must be regarded not just as a major challenge, but also as a great historic opportunity for the citizens of Europe.”
 - 23 November 2005: Joint Statement on CSR
“CSR is an important concept for a company’s management and workforce and is helpful for company’s long term success”
 - 22 June 2006 : Joint Declaration on Training and Skills development
“Training and the development of skills are [...] key factors of permanent adaptation of the activities, and of improving the flexibility of the organisations. They also constitute an essential component of the employability of staff”

2. The SDC : a capacity of influence

- 12th June 2009 : Joint Declaration on Accident Prevention
« Occupational safety is a key success factor for the modernisation process the postal sector is undergoing. [...] accident prevention calls for a shared responsibility of the companies, employees and their unions »
- 18th April 2012, New Joint Declaration on Postal Sector Evolution
« The post sector is in a process of continuous and rapid change. [...] there needs to be a balance between an appropriately rewarded workforce and the requirement for adaptability to the new market circumstances. »
- 13th April 2013, Joint Conclusions on Environment
“The postal sector has a particular responsibility in mitigating the environmental impact of its activities. [...] Environmental policies are a lever of sustainable economic performance”
- 21st November 2014: Joint Declaration on Matching Skills and Jobs in the postal sector
“Increased need to follow, adapt and enhance the competences of their employees in the current context. In this sense, it is essential to further develop tools to better anticipate skills and jobs needed in the future”.

2. The SDC : a capacity of influence

– 17 July 2015 : Joint Declaration on Demographic Change

“The ageing workforce in the sector requires an increased awareness [...] in the future and the development of projections to anticipate and manage demographic evolutions. A long-term sustainable approach would require company strategies on generation management. These strategies should be reflected in the corporate culture and management values and be supported by all stakeholders, managers and social partners »

– 1 December 2016, Joint Declaration on the role of the postal sector in the transformation

“Collective labour agreements and their negotiation paved the way for the transformation and adaptation of postal activities to occur in a socially acceptable manner as social partners’ respectively derived trade-offs between competitiveness and increased flexibility imperatives. [...] in such a labour-intensive sector, social dialogue is an element of high importance for the transformation process both to anticipate and support the evolutions [...] at all levels, the European, national and local ones...”

3. The SDC: a prospective work for anticipating major evolutions

- A major initiative : The Social Observatory of the Postal Sector with several projects
- The Social Observatory Project on nine EU Member states in 2009
 - On the social consequences of the current evolutions, change management policies and the role of social partners in these evolutions.
 - Included three regional seminars in Riga, Brussels and Budapest and a final conference in Brussels which gathered around 70 participants
- The project « Social partners preparing for change” in 2010-2011
 - On social regulation, change management, new entrants and USO in all EU Member states
 - With three regional seminars in Madrid, Budapest and Bucharest
- The project “Developing a quality postal sector in the digital age” in 2013-2014
 - Included several listening sessions on work organisation in retail, parcels and sorting, and social regulation, innovative use of networks and universal service
 - A final conference with more than 60 high-level experts.
- The project “Mobilising social partners in a new context:
 - With a MOOC on e-commerce and new services
 - An analysis of the collective labor agreements signed within 16 NPOS

4. The SDC: a contribution to EC regulation

- The Joint Declaration on Postal Sector Evolution signed on 22 June 2007 was a milestone in the work of the Committee
- It underlined in particular that:
 - *« the proposed future market opening must go hand in hand with socially acceptable employment conditions. [...] Fair competition in the postal sector can only be successful if appropriate employment conditions are ensured and negative structural trends are prevented. »*
- This declaration contributed to better take into consideration the social challenges of the market opening
- This element made reference to the Social Clause of the Third Postal Services Directive

Main lessons learnt

- Within 15 years of observation, the Committee has been able to follow several steps of the evolution of the sector through three main phases:
 - A first phase with the debate around market opening with social regulation as a key issue
 - A second phase of profound adaptation of postal operators through diversification and modernisation
 - A third phase today with the acceleration of the main volumes decline and the development of diversification activities

Main lessons learnt

- Key lessons after 15 years of observation:
 - A sector at the heart of a triangular relationship between its employees, its consumers and the society as a whole with an important social responsibility
 - A major historical role in the economic and social life of Europe
 - One of the largest employers in Europe
 - Ensuring a territorial presence and a service of proximity all over Europe
 - Economic and social evolutions are closely interlinked
 - There is no one-size-fit all approach